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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME .	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
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(8) OLD SALARY RATE NEW SALARY RATE LAST EFFECTIVE DATE EFFECTIVE DATE SRADE SALARY SALARY GRADE STEP 80 2 03 GS 13 1 \$ 9,890 08 57 GS 13 59 \$10,130 REMARKS CERTIFICATION I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY. PERIODIC STEP INCREASE - CERTIFICATION FERR NO. 560

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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 + 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SERIAL GRADE-STEP OLD SALARY NEW SALARY

SECPET

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CDADE			Per A	nnum	Rates	and	Steps			**************************************
GRADE -	1	2	3	4	5	6	7	8	9	10.
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680			4,055	4,180		4,430	4,555	4,680	4,805
GS- 3	4,005	4,140			4,545			4,950		
GS- 4	4,480	4,630			5,080	5,230		5,530	5,680	
GS- 5	5,000	5,165			5,660		5,990	6,155		6,485
GS- 6	5,505	5.690	5,875	6,060	6,245	6,430	6,615	6,800		7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250			7,850
GS- 8	6,630	6,850	7,070		7,510		7,950	8,170	8,390	
GS- 9	7,220	7,465			8,200	8,445		8,935	9,180	
GS-10	7,900	8.170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240					10,715		
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13										
GS-14	14,170	14.660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20,450].	21,020	21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17		22,195;	22,945	23,695 :	24,445					
GS-18	24,500	<u> [</u>	<u>l</u>		<u></u>	<u>l</u>	<u> </u>	<u>l</u>	<u></u>	

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ECTION B	PERFORMÂNCE EVÁLUATION	ennantananananananananananananananananan
W - Weak A - Adequate	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this catego positive remedial action. The nature of the action could range from counseling; to further training, to probation, to reassignment or to separation. Describe action taken or proposed in Section C. Parformance meets all requirements. It is antirely satisfactory and is characterized neither by defice excellence.	planing
P - Proficient S - Strong	Performance is more than satisfactory. Desired results are being produced in a proficient manner, Performance is characterized by acceptional proficiency.	
0 · Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the perfor others doing similar work as to warrant special recognition.	moner of
anner in which eith supervisory is	SPECIFIC DUTIES he most important specific duties performed during the rating period. Insert rating letter which best during period and performance of that duty. All specific duty. Consider ONLY affectiveness in performance of that duty. All syconsibilities MUST be rated on their ability to supervise (indicate number at employees supervised).	i amoloya.
Bran	nch Chief in charge	DATIO
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	OVERALL PERFORMANCE IN CURRENT POSITION	FATILIT
	verything about the employed which influences his effectiveness in his current position such as per- ic duties, productivity, conduct an job, cooperativeness, pertinent personal traits or habits, and	LETTER

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SECTION C		ARRATIVE COMMEN		FILE OF PE	
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In the peri	od April to l)e <u>cember 1964</u>	<u>, Subject</u>	was the	Chief of .
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SECTION C	NARRATIVE COMMENTS
overall certurmance. State son foreign tanguage competen	o or weaknesses demanstrated in curtant position keeping in proper perspective their relationship to agginitions made for improvement of work performance. Give recommendations by training. Comment see, if required for current position. Amplify or explain ratings given in Section 3 to provide best rersonnel action. <u>Manner of parformance of managerial or supervisory duries must be described, if</u>
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,	- See Attached Continuation Sheet -
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SECTION D	CERTIFICATION AND COMMENTS
*	BY EMPLOYEE
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
13 June 1964	/c/ Carpiores (atpied to
# 7 6 (11.00 # 7 A \$	BY SUPERVISOR
IONTHS EMPLOYEE HAS DEEN HOER MY SUPERY ISLON	IP THIS REPORT HAS NOT DEEN SHOWN TO EMPLOYEE, GIVE FYPLAMATHON
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ATE	
13 June 1/6h	
	BY REVIEWING OFFICIAL
DYMENTS OF REVIEWING OFFI	CIAL
Havir	ng on numerous occasions had the opportunity
	closely work, I heartily concur is
the supers	isor's remarks and ratings.
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	·
TE	OFFICIAL TITLE OF RECIEWING OFFICIAL
1 July 1964	Deputy Chief, WH (SA)

Parana.

Continuation Sheet/FITNESS REPORT - Section C:

that he can be counted on to get the job done in less than allow-
able time limits. Subject is a sound first-echelon supervisor of
a group doing a basic paramilitary job. Subject has the ability to develop a sense of teamwork in a diverse group of employees.
It is believed that this leadership trait is particularly signi-
ficant in that Subject has judiciously blended the talents of
staff agents, career agents, contract employees, Army officers and
Havy personnel into a cohesive, effective group which has been able
to mount successful resistance,
Boant Succossial Teststance
Subject delegates authority and has control over the paper flow in
his Branch. Subject has a fine appreciation for positive intelli-
gence collection techniques and he has been able to relate these
techniques to his PM operations so that an intelligence product of
quality has been developed on the rural areas of the target country
As a result of the totality of Subject's performance during the
period covered by this report, his over-all performance warrants
an evaluation of Strong.
Subject has Spanish language fluency, operational experience,
area knowledge and drive. Armed with those tools, Subject is
capable of meeting the long-term needs of his career service in
Spanish-speaking operational areas where there is a need for first-
echelon supervisors.

At the completion of his current assignment, Subject should attend an advanced management course.



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1. NAME	(FILE)	· · · · · · · · · · · · · · · · · · ·	2. DATE OF B	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	GS-15	D
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ECTION B		PERFORMANO			**** ** ******************************	<u> </u>
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SECTION C	NARRATIVE COMMENTS	
	hs or weaknesses demonstrated in current position keeping in pr	oper personative their relationship to
overall performance. State	suggestions made for improvement of work performance. Give reence, if required for current position, Amplify or explain ratings	ecommendations for training. Commer
	ence, it required for current position. Amplify or espitalitizatings	
applicable.		
Subject i	s a hard working, dedicated officer	who has an unusual
amount of drive	. Subject is a distinct asset to the	he Station. In the
ECTION D	CERTIFICATION AND COMMENTS	
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Fitness Report - Section C - NARRATIVE COMMENTS (Continued)

Subject is at his best in agent handling situations. He uses his Spanish language fluency, experience, and area knowledge to the

Fitness Report warrants an evaluation of "Strong".

At the completion of his current assignment Subject might benefit from participation in an advanced management course.

Subject is a natural for this type of an assignment due to his drive, self discipline, experience, language fluency, and skin color.

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SECRET FIELD REASSIGNMENT QUESTIONNAIRE TRANSMITTAL INSTRUCTIONS This constituents is designed to provide information for consideration by tendesires in elimination and including innestiate supervision and forsacided to headonosters eight (8) months prior to the individual's plumped data of departure from the station. The questionnaire sill be completed and forearied through neent channels to beafourters B. The questionnaires of Staff Agents should include caree duties and discussion of cover factors where appro-· relate. SPECIAL NOTE This form must be prepared with due regard for security considerations. For example, in the case of administrative and support personnel and others where duties do not in themselves reveal sources of information or rething of operations, it is normally espected that a complete and realistic statement of vajor duties has be reported in Item No. 8. However, the nature, purpose be disspitioned information or operations will not be included on the other hand, the description of the major daties of certain other enginees has prepared in the form. In these cases a general statement of duties will be indicated if the No. 8 to as to show the level of expensivilities involved and enable enviewed at headquarters to understand the nature of value analities. No mane, operational techniques, a chartives as microses of the norsestion. may separdize security in duties will be indicated in stand the nature of your position. No names, operational techniques, objectives or purposes of the operational be included. 1784 202 COLORETE *** YING: SECRET Cover has greated out prin The state of the s

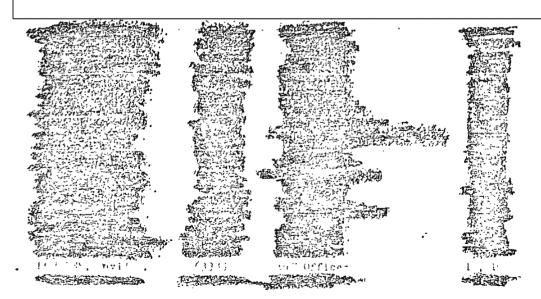
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	12 SEP 1921
MEMORANDUM F	DR: SA/BR/CPD
ATTENTION	:
FROM	: Deputy Director of Security (Investi- gations and Organional Support)
Subject	
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1. Refe	rence is made to the memorandum dated 23 August 1961
5. This Subject's serv the date of th	clearance becomes invalid in the event the ices are not utilized within six months of is memorandum.
FOR THE D	IRECTOR OF SECURITY:
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S-E-C-R-E-T (When Filled In)

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(EXCLUSIVE OF THOSE FROM 1960-64)

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